

Inside Out

**Canadian Union of Postal Workers
Edmonton Local**



Edmonton Local Executive: (from back left) Carol Read, Larry Dionne, Greg McMaster, Mike Painchaud, Bev Ray, Nick Driedger, Asma Burney, Raj Sharma, Yvette Brusseau, Laure Lucyk, Linda Nyznyk, Sue Wilson, Brian Blair, Karen Kennedy, Jean Endruschat. (Missing: Norm Burns)

May 2009



From the Editor...

The local executive elections concluded on April 5th and the detailed results are found on page 13, in the report from the General meeting.

Sister Bev Ray is the new President of the local, and Brother Larry Dionne is the new Education officer. A photo of the new Executive is on the cover of this issue.

On page 7, Sister Bena Pattni reminds us that it is time to celebrate 10 years of this women's committee, on April 21st. The local women's committee could not continue without the sisters, like Bena, who come out faithfully to the meetings and share laughter, thoughts, plans and snacks. The committee is starting to plan the next Equinox women's conference for September 25,26,27, 2009 at Strathcona Wilderness Centre.

The back photo was taken at the pension consultations, held in Edmonton on April 16th. There was a good turnout there from many unions, as well as the Alberta Federation of Labour. We are watching these proceedings closely and expect a report from the panel "by June", according to what we were told there. The Federal Government Department of Finance is conducting the public consultations, chaired by Ted Menzies, Parliamentary Secretary to the Minister of Finance. The Department of Finance discussion paper released on January 9th, deals with the legislative and regulatory framework for federally regulated private pension plans. More information is available at www.fin.gc.ca. The consultations were held from March 13 (Ottawa) to April 17 (Winnipeg).

Karen Kennedy
Editor



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Opinions expressed are those of the writer and not necessarily the official views of the Local.

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Submissions are welcome for "InsideOut". Please include your name and phone number. Requests for anonymity will be considered.

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President's Message.....Sister Bev Ray

I want to start my first president's message by acknowledging the hard work that the previous executive provided to our membership during the past 2 years. It has been a challenging two years dealing with the pressures imposed on our members by management. As a result of this we have a tremendous amount of work ahead of us to protect our jobs, our members and our stewards from the aggressive approach of Canada Post Corporation. In saying that, I am excited about the next 2 years and the opportunity to strengthen our Edmonton Local. With the newly elected executive, we have an energetic and creative group of activists that are passionate about our union. I look forward to working together with our new executive to provide support, advocacy and political action that will be brought to the work floor where it means the most to our members.

As part of the transition with Bro. Henderson and myself, we have nearly finalized EMPP vacation signing and 1 day annual procedures with local management. I believe that Brother Henderson succeeded in protecting the essence of the Consent Award that was originally signed in 1990. Brian Henderson put in long hours and faced multiple challenging consultations with Canada Post Corporation. Congratulations Brian! We will be discussing the policy with our chief stewards to ensure that they in turn can inform all stewards and the membership.

Next we are focusing on the consultations that are yet to be scheduled regarding the Corporation's notice to the union to move all of City Finals back into the EMPP, and the merging of Depot 4 and Depot 8. It is crucial to safeguard our jobs and working conditions that may be impacted by these initiatives.

Are these the first signs of Edmonton aligning their operations for the onslaught of the Modern Post? We need to start formulating key questions to ask and engaging in a strategy to take on the projected impact of the Modern Post initiative. This will include ensuring that our members are educated and aware of what is being discussed. Now is the time for us to stand together in solidarity!

Lastly, the unfortunate news was received in our office on Tuesday April 14th, 2009 about the tragic loss of RSMC Sister Glenda MacDonald. Glenda lived in Sylvan Lake and after spending the Easter weekend with her family headed into work early Tuesday morning. There were severe road conditions being reported at the time that resulted in her being struck by another vehicle. Our condolences to Glenda's family and co-workers who now are faced with the sudden loss of a dear friend, co-worker, family member, wife and mother.

In solidarity,
Bev Ray



From the Grievance Department

Grievances on the Rise

Record numbers of grievances are being filed in Edmonton right now. How many? In 2009, (up to April 9), we submitted over 275 grievances in the Edmonton Local, compared to 200 for the same period last year, and that was high. These stats don't reflect the large increase in attendance letter grievances, which are filed as 'group' grievances. The employer can take responsibility for the increase, as many of these grievances relate to discipline, a choice management makes.

Discipline in the form of a letter, a suspension, or a waived suspension, threatens job security so definitely file a grievance on discipline. Submit grievance back-up (include a copy of the disciplinary letter and your side of the story) to the union office immediately after receiving any form of discipline. Call the office to make sure your grievance was received.

National Arbitration on Forced Overtime and Assignment Selection

An issue of importance to letter carriers has been decided in the union's favour in a formal arbitration decision. When letter carrier routes required coverage by overtime, the employer in Edmonton gave selection of the portions first to carriers who volunteered. Carriers on forced overtime had to wait to select, regardless of seniority. The union's position was that seniority alone should determine the selection of the portions and that the collective agreement supported this. The employer's imposition of the 1/3rd delivery of householders increased the relevance of this matter.

In May of 2007, in Edmonton, Arbitrator Ponak upheld the union's position in regular arbitration. The employer in Edmonton initially ignored his decision. Meanwhile, CPC issued a national directive instructing all management to allow those who volunteered for overtime to select the portions first. In response, a national grievance was filed by the union. The formal arbitration decision on this grievance (N00-07-00010) was issued by Arbitrator Delude in March, 2009, and the union's position was sustained. Now, the union will seek compensation from CPC for carriers and for the union in Edmonton, for ignoring the regular arbitration decision and for violating the contract.

The first local grievance on this matter was filed in 2003. We remained persistent and followed the process through and now we have a positive and binding result. It takes time but the words of the contract do prevail.

Permission to be Disrespectful

What happens when the 'team leaders' are abrasive and rude or merely fail to promote respectful treatment? They 'lead' by example and tacit permission is given to all layers of management to treat workers poorly. This is an issue we tackle over and over again as workers at Canada Post. Insist on respectful treatment. It is your right to work in a workplace that is safe, healthy and free from harassment.

Carol Read
Grievance
Officer



Shirley Cameron Comes Full Circle!!!

An historical event occurred in August of 1973. Shirley Cameron broke down the barriers of discrimination by being the very first woman hired as a letter carrier in Edmonton. While this was a groundbreaking event, Shirley was only allowed to work as a part-time letter carrier. At that time popular belief was still that women were not able to do the same work as men. Boy did she and many others prove the bureaucrats wrong! Almost 36 years later Shirley has come full circle. On March 20th, 2009 we celebrated with Shirley as she bid farewell to Canada Post! Surprisingly it took place in the very location that she started her illustrious career; the original Station F which is now the Billiard Club on Whyte Avenue. 50+ people arrived and the celebration was kicked off. The old safe was still intact but modified to be the cooler for the bar...something we should think about to make the safes at all Depots a more welcome environment! Anyway, the evening was filled with laughter, sharing in drinks, stories and most importantly honoring Shirley Cameron. To top the event a clip from the CBC documentary "Hockey-A Peoples History" was shown highlighting Shirley Cameron. Not only did she break ground for women being a valuable asset at Canada Post, she also has been a pioneer in women's hockey in Canada. Playing on the first women's national hockey team in Canada 1983, Shirley was scandalously suspended for 5 days for calling in sick when the employer would not give her the time off to represent her country in this international tournament. SHAME! For anyone who has had the pleasure to know Shirley Cameron, she is a quiet, unassuming individual who does not aspire to be in the spotlight, but because of her tenacity and following her aspirations, has contributed to catapulting the issues for women into the forefront. On Shirley's last day at Depot 9, she was given another farewell

send-off that included both Bill MacDonald (President when Shirley was first hired) and Brian Henderson (President when Shirley retired). Shirley's farewell speech ended with her proclaiming "I started as a part-time letter carrier and I feel like am retiring as a part-time letter carrier!" The inside joke being that although Shirley retired as a full-time letter carrier her retirement walk felt like a part-time walk! How many of us can say we were able to work for 36 years and leave with our bodies intact and able to truly enjoy retirement?

Shirley you truly are one of the Women that Helped Make This Union Strong!

-Bev Ray



Kristina Romanyshyn presented a Growing Equality shirt to Shirley on behalf of the local women's committee.

Attention: Members Who Are Deemed Permanently Partially Disabled

Canada Post (CPC) along with Manulife has recently informed the Union in consultations that they are going to be doing reviews of all the workers who have been deemed Permanently Partially Disabled (PPD). CPC says that Manulife will be reviewing workers who have been deemed PPD by the Workers Compensation Board (WCB) as well.

We told management that we are not in agreement with the way they are going after these injured workers. They couldn't provide us with the criteria they are using to distinguish whether these workers are PPD or able-bodied members.

We have already had 2 members go through this process. In both cases Manulife told the workers that they are fit for full duties. These workers have both entered the appeal process but this situation that CPC is creating is turning out to be a disastrous train wreck.

In one of these situations, Manulife used a doctor who has been referred to as a "hired gun" by a credible lawyer in Edmonton, to review the worker. I am extremely disappointed that Canada Post would solicit Manulife, who uses "hired guns", to come after our workers in this way.

I recently spoke with a Manulife representative that was more concerned with showing CPC results by putting an injured worker into a graduated return to work plan then listening to the worker (who has his doctor's support) tell them that he is still in pain. They seem to be putting our best interest second, after their first priority which is getting injured workers back to full duties at any cost.

What this may do is switch workers, who are currently deemed PPD by Manulife, to WCB if they go back to work and injure themselves



further. This is referred to in WCB's policies as an "Aggravation of a Pre – Existing Condition".

If you or anybody you know gets information from Manulife requesting a PPD review contact the Union office immediately. It is very important that you keep us involved and have us assist you with this.

As everyone knows by now we have finished with our executive elections. I would like to congratulate everyone that participated. Obviously the biggest change in the election was for the position of President.

Congratulations to Sister Bev Ray as she was the successful candidate. I wish her the best of luck in her position as I think she will do a fine job as President. This is a time where this Union has to mobilize and prepare for the upcoming struggles, especially with 2011 just around the corner. We need to mobilize from the worker on the floor all the way up to the National level. We cannot win the fight against the corporate agenda without support and solidarity from the membership. This Union belongs to every one of us.

I want to take this time to thank Brother Brian Henderson. As our President for the last 2 years I have learned a lot from Brian. His resources and knowledge have made my integration into the role of a full-time officer much

easier (and I use that word loosely) than it should have been. He embraces the qualities and skills that make an excellent leader. His work ethic is second to none. I've personally never met anyone who is more dedicated to a cause the way Brian is dedicated to this Union. Luckily he is still going to be available to us, whether he likes it or not, as he will be returning to his substantive position in Maintenance on Shift 1. It's kind of like the Hotel California here in the Union..."you can check out anytime you want but you can never leave". I will miss you in the office Brother! Thanks for all the help.

Solidarity

Mike Painchaud, H&S Officer Edmonton Local

Stand Up for Public Health Care

May 9, 2009

1:30 PM

Alberta Legislature

Cuts to Medicare Don't Heal!

Friends of Medicare
info@friendsofmedicare.org

Local Women's Committee Celebrates 10 Years

It is with great pleasure I would like to let all the women in the Local know how proud we are of our Local Women's Committee. We started this Committee in April of 1999 and have been meeting regularly every month and have had several programs including our famous Equinox - Women's overnight conference which is well attended by some of our members.

Despite the common obstacles women leaders and activists face, we have been able to encourage women in this committee to flourish and get inspired to get actively involved in the work of our Union. Women's issues that we have been focusing on are equality, social justice, peace and fighting harassment & sexist attitudes. We are very proud of our local's support in achieving our goals and we will continue.

On March 27th we participated in Take Back The Night March, which was a very successful event. There were speeches from prominent women like Rachel Notley NDP MLA and then the March with lighted candles. Some of the participants shared their stories which brought tears to everyone present.

Women's Committee is an open committee and everyone is welcome. Our meeting times are in the calendar on the back of Inside Out newsletter.

Bena Pattni



BONUS OR TRICK?

We were all informed in our respective sections about receiving the CTI or the Bonus as it is now referred to, in our next pay check. Some of the members were quite happy to hear the news and there were also some cheers that went around when we were told how well we did in the year 2008 in spite of it being a tough year. Such reaction is understandable, but it might be worth our while to start thinking in a somewhat analytical way and look for some hard facts.

How many of us feel we are being made to do the job of two people? How many of us feel the productivity expectations have been put up unreasonably high? How many part time members are waiting to get full time positions? How many temporary workers are waiting to get on permanent? The answer to these questions - I would say is at least 90% - conservatively speaking. Moya Greene has categorically stated many times that she wants to reduce 10,000 positions by attrition. The countdown has started. The workforce is shrinking. Every time a member retires, there goes a job never to be brought back. Those of us who are left behind are expected to fill these job losses.

Moya and her cronies realize that disgruntled workers are no good for the profits of the corporation, they also know we have a strong Union that they have to contend with so they figure why not give something to keep the workers from complaining too much, on the contrary, make them work harder. Keep dangling the carrot in front of them to trick them into believing they are getting a fair exchange for their sweat and hard work when really they (the Corporation) keep saving money from a shrinking job force.

We are getting the Bonus (peanuts compared to the obscene amount of bonus that Moya makes) at the expense of all the things I mentioned earlier. It is also quite clear if we take a good look at the "Dear Colleague" business update from MS.M where she writes under "How we did it: Our cost saving program", which we undertook in early 2008, allowed us to meet the minimum financial thresholds - and turn on the

switches for the bonus to be paid". I dread to think what other cost saving programs Moya has in store for us especially with the Modern Post designs and the bad economy.

She also talks about "Safety" in her update, she goes on to say "We are redoubling our efforts toward reducing our number of accidents". Instead of reducing the congestion and staffing the place properly to avoid accidents she has her management team harass our injured workers by handing out 24s and not providing information to WCB on time and so on. Also, again when talking about "Sustainability" she talks about careful spending but insists that investing in Modern Post is a 'must'. So once again there is obviously going to be less manpower and more machine power - we all know what that means.

With 2011 negotiations coming closer we should not back down and demand for a fair wage. Like our National President has said "CTI can't replace the struggle for our rights and working conditions. Together, let's make this clear to the employer"

In Solidarity

Asma Burney

Chief Shop Steward - Letter mail



CUPW

EDMONTON LOCAL GENERAL MEMBERSHIP MEETING SUNDAY , May 3, 2009

Noon to 2PM

**COMMONWEALTH STADIUM
GREEN AND GOLD ROOM
11000 STADIUM ROAD**

AGENDA:

Planning report on one day workshop local structure review

NOTICES OF MOTION:

as tabled from the April General meeting, regarding benefits for local officers

ELECTIONS:

Alberta Federation of Labour Committees: 10 alternates (2yr terms)

Prairie School for Union Women: June, 4 delegates

AFL Youth Committee: 1 member

AFL Pride Committee: 1 member

Local Human Rights Committee: 8 members

Local Environment Committee: 8 members

Local Temporary Rights Committee: 1 member

Edmonton Annual Association Meeting: to follow on adjournment of GMM

Prairie School for Union Women 2009

June 14 to 18, 2009

Waskesiu Lake, Saskatchewan

Courses:

Movin' On Up: understanding the basics of facilitating decision-making in a variety of group processes, applying improved judgement and decision-making skills to labour-relations and political situations, making choices on personal leadership styles that build the union and use union principles

Freedom From Violence: understand the ways gender and violence interact to put women at risk, understand domestic violence and resources, understand criminal harassment and relevant legislation, develop strategies to contribute to reducing violence against women

Popular Education for Everyday Union Work (Level 1): using education techniques to design meetings that people want to attend, lead productive discussion, work with tensions and conflicts, help find common ground together, listening and asking good questions, building the union

Dignity For All: human rights issues in the workplace (duty to accommodate, personal harassment, physical and psychological violence, pay equity and more)

Resisting the Right-Wing Agenda: mobilize to join fightback campaigns and movements, learn about the roots, policies and strategies of the right-wingers, value the power of your own voice in the struggle to reclaim democracy

Union Women on Turtle Island: understanding the issues Aboriginal women face in diverse working environments

Inside and Out: gain understanding of heterosexism and homophobia. Identify how collective agreement language excludes same-sex partners and their families. Learn about the many forms of discrimination gay and lesbian communities face.

Women Speaking Up: Learn to think quickly on your feet, find your voice and build your confidence. Write a speech, craft a resolution, speak to the media, speak at the next union meeting...

Building a Greener World: learn about the multinationals and how to resist them. Explore the way that resisting globalization is good for the health of individuals, communities and the planet. Assess the ecological impact of our actions, develop an action plan at the local level.

Sunday, June 14
3:00 - 9:00 pm

Monday, June 15

Tuesday, June 16

Wednesday, June 17

Thursday, June 18
8:30am to about 2pm

***The Local will be electing 4 Sisters to attend the Prairie School for Union Women at the May 3rd General Membership Meeting.**

LC Carrier Issues

Congratulations! We made it through another winter. This is a major accomplishment especially for the new employees. As predicted last fall, the employer managed to still have huge amounts of forceback in spite of training far more temps than in the past. It does not seem to be a question of whether there will be force back but only what the employer will use as an excuse for why it was supposedly unavoidable this year. It is important that during the summer months when mail volumes and walking conditions are more manageable that we take the time to do some of the things that we do not have the time to do during the winter months. That's right, this is a lead in to my usual rant about checking your 038 and other documents in your walk folder for possible errors. This can be done on the light days when you are waiting around for late dispatch without you getting home later at all. For those who want to learn more about the route evaluation the local is putting on their one day Route Measurement course again in May or June. Contact the union office if you want to take part.

Often when I bring this up in conversations with letter carriers the first issue that comes up is where the time value is for this. Well, there is none but you are on the right track. So why should I do it? The answer is if the supervisors could be trusted to do it right, when we checked walks we would not find any errors. A union observer has been working in Depot 2 for two months identifying errors. They will get to all the Depots but that may take months yet and they still rely on the carriers for local knowledge of the routes. I said that you were on the right track. When you ask where the time value was then that is the question you ask when reviewing the walk folder. You are looking at the different duties that



make up your work day and looking for where they give you the time value. Pacing is on the 038's, travel to and from your route is on the 098. Householder prep is on the 080. Most other values are on the special allowance. If you cannot find where there is a time value for doing something then ask the supervisor. If you are not satisfied with their answer contact your shop steward.

The employer continues to be on a disciplinary campaign handing out suspensions at a record pace. There used to be something called progressive discipline. First offence was a letter on file, second was a one day suspension

etc. Now everything seems to be a 3 or a 5 day suspension. It used to be that if you got a letter then it was a serious issue. Now everyone seems to have a letter on their file for one thing or another, especially the new employees. The employer insists that we be that much more careful but when we take the time to be

careful not to make mistakes they require a five page report on why you worked the overtime. We have several new faces on the executive. Bev will be the first letter carrier to be president of the local since the two unions merged 20 years ago. I look forward to working with the new executive.

Brian Blair
Chief Steward Stations and Depots

General Meeting Report...April 5th, 2009

Motion to donate \$1000.00 to Cuban hurricane relief from International Solidarity
Defeated

Adopted financial reports for Dec, Jan, Feb and March.

Election Committee Report

President:

258 votes for Brian Henderson

353 votes for Bev Ray

Bev Ray elected for President

Education Officer:

317 votes for Larry Dionne

271 votes for Darcy Griffiths

Larry Dionne elected for Education Officer

Proposed changes to the By-Laws were adopted concerning the new Route Verification Officer, and benefits for the Full Time Officers. Other changes were tabled for clarification, to come back to the May GMM.

Elected to :

AFL Standing Committees (2 years terms)

Education Committee – Larry Dionne

Environment Committee – Jean Endruschat

Health and Safety – Mike Painchaud

Human Rights and International Solidarity –

Asma Burney

Political Action – Brian Henderson

Workers of Color – Raj Sharma

Aboriginal Workers – Sue Wilson

Womens – Linda Nyznyk

Union Counselling Conference (April 17,18)

(Four elected in addition to the four in training):

Linda Nyznyk, Peggy Maxwell, Christine Vincent,

Brenda Lekochinsky

Canadian Association of Labour Media (CALM) Conference (May 22,23,24)

Leah Baker and Karen Kennedy

Local InsideOut Committee

Kristina Romanyshyn

Local Temporary Rights Committee

Wray Hoffer

Local Social Committee

Peggy Maxwell

Swearing in of new executive officers by Brother Ramon Antipan.



Mike Painchaud, Bev Ray, Laure Lucyk, Larry Dionne, Yvette Brusseau, Jean Endruschat, Linda Nyznyk.

Wright On

Not Quite Hollywood Blockbusters

1. GAUNT WITH THE WIND

A very thin man gets caught up in a stiff breeze and is never seen or heard from again.

2. GIGANTIC

The pre-quel to "Titanic". In which a fairly large ship sinks into the depths of the North Saskatchewan River and three men and a dog die of hepatitis due to water pollution.

3. A RIVER RUNS THROUGH IT GINGERLY

A documentary detailing the spring thaw in June in Edmonton. (Still snow on the ground at the time of this writing – April 2). Watch in horror as entire pick me up trucks get submerged in ten feet of melting snow on Jasper Avenue.

4. MY MOST EMBARRASSING MOMENTS: THE LOVE LIFE OF MIKE WRIGHT

Unfortunately, the title says it all.

5. ALBERTA JONES AND THE TEMPLE OF DOOM

Action \ Adventure flick in which Jones searches for the covenant, or 'holy grail' if you will, in the bowels of the Edmonton Mail Processing Plant (temple of doom).

And now, up and coming T.V. shows...

1. DESPERATE POSTIES

A group of postal workers who coincidentally live on the same cul-de-sac discuss the drama of the day. Eg. "Did you see what Mike was wearing today?"

2. POST WHISPERER

A sad lonely pathetic postal worker with too much time on his hands sits around writing stories for the InsideOut.

Due to the state of the economy, funding for this article has run out. See you next month.

Mike Wright

Our e-mail address:

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CUPW Edmonton Local Website: <http://www.cupwedm.net>

FULL-TIME OFFICERS:

PRESIDENT

Bev Ray

SECRETARY-TREASURER

Sue Wilson

GRIEVANCE OFFICER

Carol Read

HEALTH & SAFETY OFFICER

Mike Painchaud

TABLE OFFICERS:

VICE-PRESIDENT

Raj Sharma

EDUCATION OFFICER

Larry Dionne

ORGANIZING OFFICER

Nick Driedger

RECORDING OFFICER

Yvette Brusseau

SERGEANT-AT-ARMS/EDITOR

Karen Kennedy

CHIEF STEWARDS:

BULK MAILS

Laure Lucyk

LETTER MAILS

Asma Burney

TRANSPORTATION

Greg McMaster

WICKETS & AFFILIATE OFFICES

Linda Nyznyk

STATIONS & DEPOTS

Brian Blair

MAINTENANCE

Norm Burns

RSMC

Jean Endruschat

UNION COUNSELLORS

Social Stewards

Brian Henderson EMPP

Karen Kennedy

Deb Orr EMPP

Ed Faust EMPP

Syed Rahman EMPP

Asma Burney EMPP

Peter Wright EMPP

Wendy Irvine EMPP

Brenda Swift EMPP

Virginia Switzer EMPP

Ross Adshead Depot 2

Deb Carson Depot 2

Lorraine Bartels EMPP

Lori Zurowski R.V.U.

Brenda Lekochinsky

Deanna Nielsen

Ajay Sharma EMPP

Larry Jones Retired

Laure Lucyk EMPP

Gord Buga EMPP

Linda Nyznyk Westlock

Sue Wilson Union Office

Ursula Webber Depot 11

Evelyn Fraietta Depot 11

Roseanne Plante Delton

Ruth Arkless Delton

Jean Endruschat Depot 1

Bena Pattni Depot 3

Milly Chung St Albert

Wendy Nowell Retail

Mike Pawliwsky MSC

Wayne Parker MSC

Gail Scollon D 2 City Finals

Ky Luu Depot 4 City Finals

Ernie Sommers Depot 6

Judy Cournoyer Depot 6

Mary Bain

Yvette Brusseau EMPP

Gloria Hogue Retired

Cathy McKinnon Retired

Parminder Panu EMPP

LIFETIME MEMBERS

Hazel Baril

Bill MacDonald

Gloria Hogue

Neil Martin

Larry Jones

Margaret Michaels

Sonia Ketsa

Bill Noble

Hubert Luken

Bill Schulha

Cathy McKinnon

David Boyd

Beth Nilson

Sandi MacDonald

Doug Elves

Paul Otto

HAVE YOU MOVED?

ARE YOU PLANNING TO MOVE?

Don't forget to contact the union office with your new address and phone number.



At the Pension Hearings: (from left) **Karen Kennedy, Larry Jones** (retirees committee), **Mike Painchaud, Brian Henderson, Bill MacDonald and Sandi MacDonald** (retirees committee).

May 2009

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1 May Day March Women's Committee 6-8pm	2
3 General Meeting Noon to 2pm	4	5	6	7	8	9 Structure Review, Medicare March 1:30pm
10 Mother's Day	11	12	13	14	15	16
17	18 Victoria Day	19	20	21 Local Executive 8:30am	22	23 RM Committee 10:00am Wetaskiwin
24 \ 31	25	26	27	28	29	30

By choosing 100% Post Consumer Recycled fiber instead of virgin paper for this Inside Out Newsletter, the following savings to our natural resources were realized:

Trees Saved	1	Landfill lbs	115
Wood Reduced lbs	737	Net Greenhouse Emissions lbs	223
Water Reduced Gallons	1,083	Energy BTU (000)	1,466

Above information is based on use of the following products:

2500 sheets of 23x35 **Enviro 100** 50 lb. Offset

Data research provided by Environmental Defence



Deadline for June InsideOut Submissions: Friday, May 15th, noon.